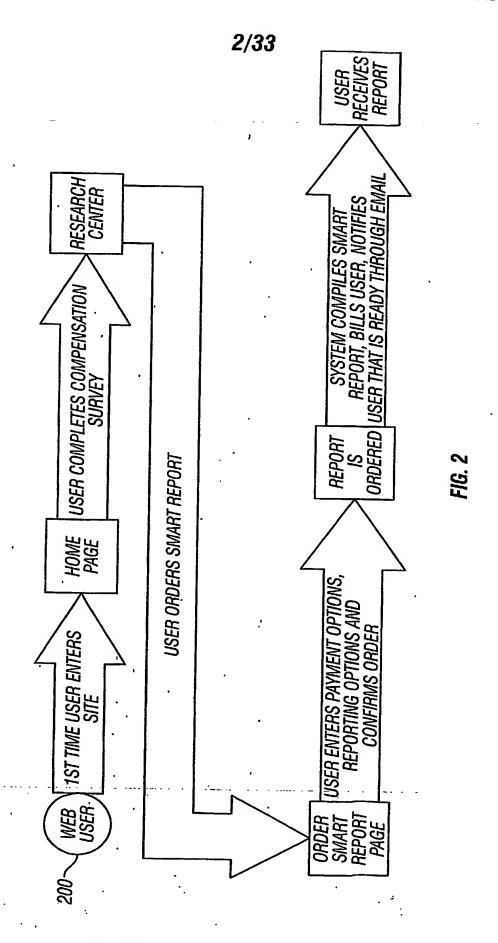
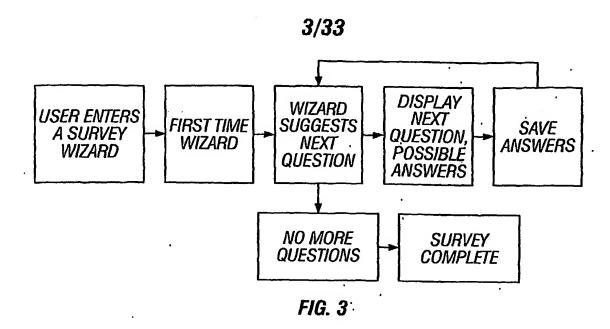
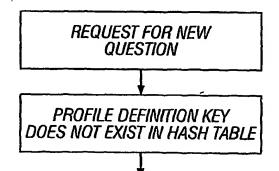


FIG. 1



**SUBSTITUTE SHEET (RULE 26)** 





FIND TOP 1 FIELDGROUP THAT USER HAS NOT ANSWERED, BUT THAT IS RELATED TO QUESTIONS THAT THEY HAVE ANSWERED.

AMONG THESE QUESTIONS, ORDER THEM BY THE FOLLOWING CRITERIA:

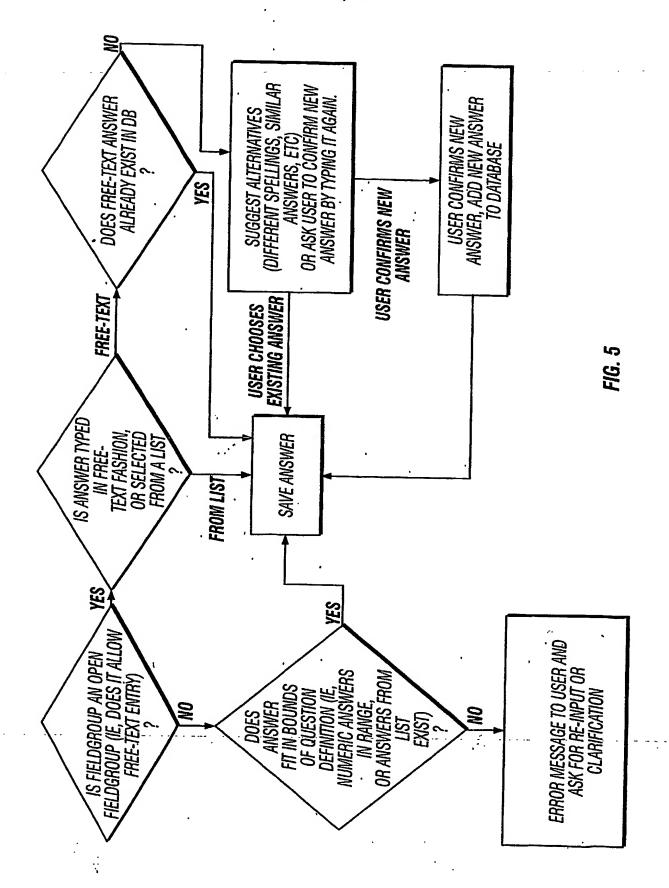
- 1. AT THE HIGHEST LEVEL AS DEFINED BY THE LEVEL DOCUMENT FOR THIS WIZARD.
- 2. THE MOST COMMON QUESTION AMONGST ALL OF THE GROUPS THAT THE USER IS IN (COUNT)
- 3. THE MOST POPULAR QUESTION AMONG AFFINITY GROUPS THAT ARE MORE COMPLEX. (AFFINITY DEPTH)
- 4. THE MOST POPULAR QUESTION AMONG THOSE SAME AFFINITY GROUPS. (MAX)

IF NONE EXIST, RETURN NULL

RETURN NEXT FIELDGROUP OR NULL IF NONE AVAILABLE

FIG. 4

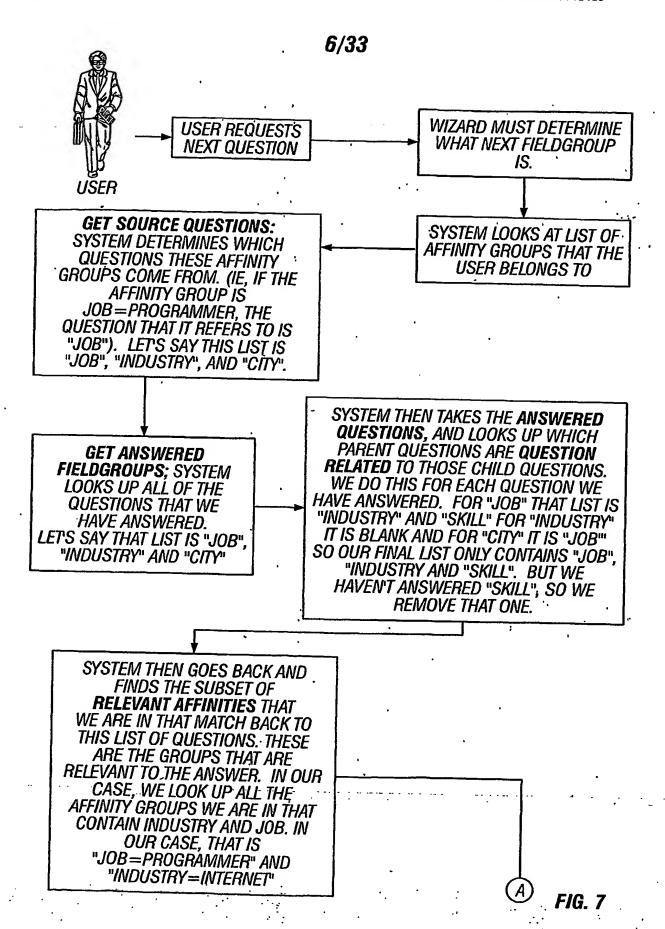




SUBSTITUTE SHEET (RULE 26)

INDUSTRY .		LAW
JOB	TITLE	LAWYER
JOB ·	YEARS EXPERIENCE	. 5
SALARY	AMOUNT	\$72,000
SALARY	CURRENCY	USD
SALARY	WORK WEEK	40 HOURS
LOCATION	СПҮ	SAN DIEGO
LOCATION	STATE	CA
<u>LOCATION</u>	COUNTRY	USA
BAR ASSOCIATION		CA BAR ASSOCIATION
BAR ASSOCIATION		US BAR ASSOCIATION
SCH00L	NAME	HARVARD UNIVERTY
SCH00L	DEGREE	B.A.
SCH00L	YEAR GRADUATED	1994 .
<u>SCHOOL</u>	NAME	GEORGETOWN UNIV
<u>SCHOOL</u>	DEGREE	JD
SCHOOL	YEAR GRADUATED	1998
<u>BENEFITS</u>	•	CORNER OFFICE
<u>BENEFITS</u>		FREE COFFEE
<u>BENEFITS</u>		HEALTH PLAN
BONUS	AMOUNT	\$10,000
BONUS	CURRENCY .	USD
BONUS	PERIOD	YEARLY

FIG. 6





THEN WE LOOK **AGAIN** AT THE **QUESTION RELATIONS**, AND FIND THE LIST OF RELATED CHILDREN FOR OUR NEW LIST (INDUSTRY & JOB), SUCH THAT WE **HAVE NOT** ANSWERED THESE QUESTIONS. SO THE CHILDREN OF "JOB" ARE "EMPLOYER" AND "CERTIFICATION". THE CHILDREN OF INDUSTRY ARE "JOB" "**BUSINESS TYPE**", AND "CERTIFICATION", BUT WE'VE ALREADY ANSWERED JOB, SO OUR LIST ENDS UP BEING "EMPLOYER", "CERTIFICATION" AND "**BUSINESS TYPE**"

THEN OUR SYSTEM LOOKS IN THE **POPULAR QUESTION** TABLE, AND FINDS ALL THE **POPULAR QUESTIONS** FOR THE GROUPS WE ARE IN. OF THOSE POPULAR QUESTIONS, WE MUST ONLY CHOOSE ONE OF THE **RELATED** QUESTIONS, SO THAT LEAVES "EMPLOYER" AND "CERTIFICATION". IF NO POPULAR QUESTIONS ARE FOUND IN THE **POPULAR QUESTION** TABLE THAT MATCH OUR LIST, NO QUESTION IS RETURNED. IF ONLY ONE QUESTION IS FOUND, THAT QUESTION IS RETURNED. (THOUGH NOT TO THE USER YET! STILL MORE STEPS TO GO) IN OUR CASE, "EMPLOYER" IS FOUND FOR BOTH JOB=PROGRAMMER (WITH 100 PEOPLE) AND INDUSTRY=INTERNET (WITH 2000 PEOPLE). BUT CERTIFICATION IS ONLY FOUND FOR JOB=PROGRAMMER (WITH 105 PEOPLE)

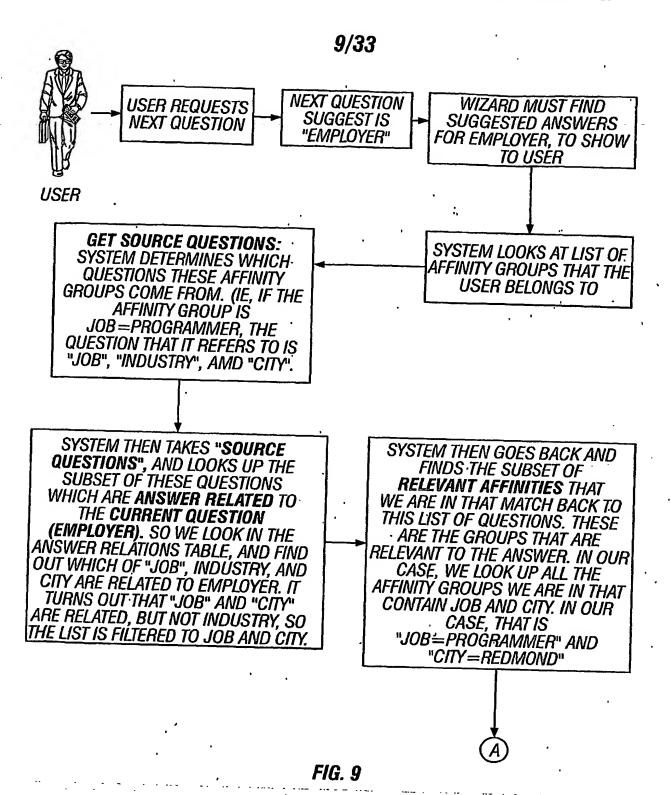
EACH SUGGESTED QUESTION HAS TWO ASSOCIATED ATTRIBUTES.
IT'S COUNT AND IT'S POPULARITY. THE COUNT REFERS TO HOW MANY
TIMES THIS ANSWER HAS APPEARED. SINCE IT CAN ONLY APPEAR
ONCE PER AFFINITY, THE MORE AFFINITIES THAT SUGGEST THIS
ANSWER, THE HIGHER IT IS RANKED. IN OUR CASE, EMPLOYER
HAS A COUNT OF 2 AND CERTIFICATION HAS A COUNT OF 1 AND
BUSINESS TYPE HAS A COUNT OF 1

CONTINUED ON ":SUGGEST QUESTION USE CASE PAGE 2"

FIG. 7 (Continued)

8/33 EACH **SUGGESTED QUESTION** ALSO HAS A **POPULARITY.** WHICH IS A TALLY OF THE NUMBER OF THIS LIST IS THEN PASSED TO THE PEOPLE WHO ANSWERED THAT WIZARD IN THE GIVEN ORDER. SO **QUESTION** FOR A **GIVEN** THE LIST IS **AFFINITY.** IN OUR CASE, EMPLOYER "EMPLOYER" HAS A POPULARITY OF 100 AND "CERTIFICATION" CERTIFICATION HAS A POPULARITY OF "BUSINESS TYPE" 105. AND BUSINESS TYPE HAS A POPULARITY OF 25 EACH QUESTION HAS A THE WIZARD THEN COMPARES THIS CORRESPONDING LEVEL. FROM 1 TO ORDERED LIST TO THE LEVELS INFINITY. 1 IS THE LOWEST LEVEL. A DOCUMENT. THERE, IT CHECKS USER HAS A CORRESPONDING LEVEL. WHETHER THE QUESTION MATCHES WHICH IS THE HIGHEST LEVEL OF THE APPROPRIATE ANY QUESTION THE USER CONSTRAINTS, AND IF NOT. HAS ANSWERED. SUGGESTS ANOTHER QUESTION IN OUR CASE, "EMPLOYER" IS LEVEL 5 AND "CERTIFICATION" IS NOW, OUR LIST LOOKS LIKE LEVEL 5 AND BUSINESS TYPE IS **EMPLOYER (LEVEL 5)** LEVEL 2. THE USER HAS **CERTIFICATION (LEVEL 5)** ANSWERED "JOB" (LEVEL 2)
"INDUSTRY" (LEVEL 1), AND "CITY"
(LEVEL 3), SO THE USER HAS A CORRESPONDING LEVEL OF 3. WE THEN LOOK TO SEE WHAT IS THE NEXT LEVEL THAT HAS QUESTIONS WE HAVE NOT ANSWERED. THAT IS **LEVEL 4.** IF **LEVEL 4** IS A SINCE BUSINESS TYPE IS BELOW REQUIRED LEVEL, THEN WE MUST THE LEVEL OF THE CURRENT USER, IT IS SUGGEST THE **DEFAULT** AUTOMATICALLY DISQUALIFIED. ONLY QUESTION FOR LEVEL 4. (EACH QUESTIONS AT THE SAME LEVEL OR REQUIRED LEVEL MUST HAVE A ABOVE CAN BE CONSIDERED. DEFAULT QUESTION). IN OUR CASE. LEVEL 4 IS NOT THE USER IS THEN PRESENTED WITH REQUIRED, SO WE SUGGEST THE THE **"EMPLOYER**" QUESTION. **TOP QUESTION** FROM OUR LIST: EMPLOYER.

FIG. 8





SYSTEM THEN LOOKS UP IN THE AFFINITY POPULAR ANSWER TABLE, AND FINDS ALL THE POPULAR ANSWERS TO THE "EMPLOYER" QUESTION, RESTRICTED TO THE SET OF RELEVANT AFFINITIES SO NOW WE LOOK UP IN A TABLE THE POPULAR ANSWERS TO THE "EMPLOYER" QUESTION FOR THE GROUPS "JOB=PROGRAMMER" AND "CITY=REDMOND". THE JOB=PROGRAMMER LIST CONTAINS MICROSOFT WITH 40 PEOPLE, AMAZON.COM WITH 10 PEOPLE, AND DRUGSTORE.COM WITH 4 PEOPLE. THE LIST WITH CITY=REDMOND CONTAINS MICROSOFT WITH 30 PEOPLE, REDMOND SUPERMARKET WITH 5 PEOPLE AND REDMOND FIRE DEPARTMENT WITH 1 PERSON.

EACH SUGGESTED ANSWER HAS TWO ASSOCIATED ATTRIBUTES.
IT'S COUNT AND IT'S POPULARITY. THE COUNT REFERS
TO HOW MANY TIMES THIS ANSWER HAS APPEARED. SINCE IT CAN
ONLY APPEAR ONCE PER AFFINITY, THE MORE AFFINITIES
THAT SUGGEST THIS ANSWER, THE HIGHER IT IS RANKED.
IN OUR CASE, MICROSOFT HAS A COUNT OF 2, AMAZON HAS A
COUNT OF 1, REDMOND SUPERMARKET HAS A COUNT OF 1, ETC.

EACH SUGGESTED ANSWER ALSO HAS A POPULARITY, WHICH IS A TALLY OF THE NUMBER OF PEOPLE WHO ANSWERED THAT VALUE FOR A GIVEN QUESTION/AFFINITY PAIR. IN OUR CASE, MICROSOFT HAS A POPULARITY OF 40, AMAZON HAS A POPULARITY OF 10, REDMOND SUPERMARKET HAS A POPULARITY OF 5 ETC.

CONTINUED ON ":SUGGEST ANSWER USE CASE PAGE 2"

> FIG. 9 (Continued)

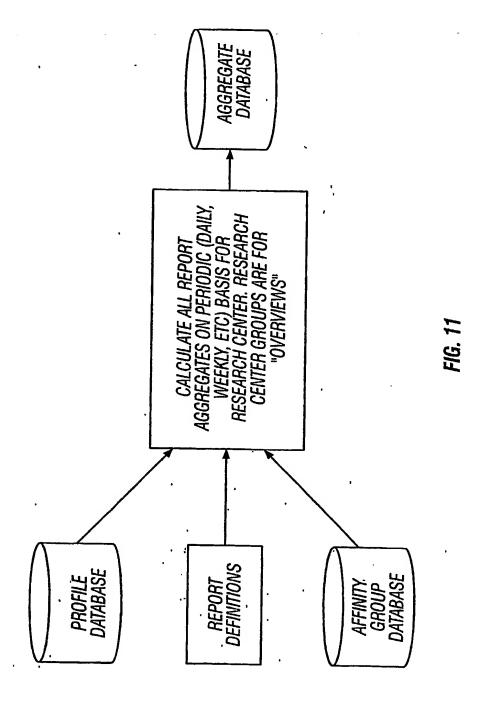
THESE ANSWERS ARE THEN ORDERED, FIRST BY THE COUNT, THEN BY THE MAXIMUM POPULARITY (IE, IF A SUGGESTED ANSWER HAS TWO DIFFERENT POPULARITIES FOR TWO DIFFERENT GROUPS (SUCH AS INDUSTRY=INTERNET, AND CITY=REDMOND) THE GREATER VALUE IS USED. THEN WE LIMIT THIS LIST TO THE TOP 10 OF THESE ANSWERS.

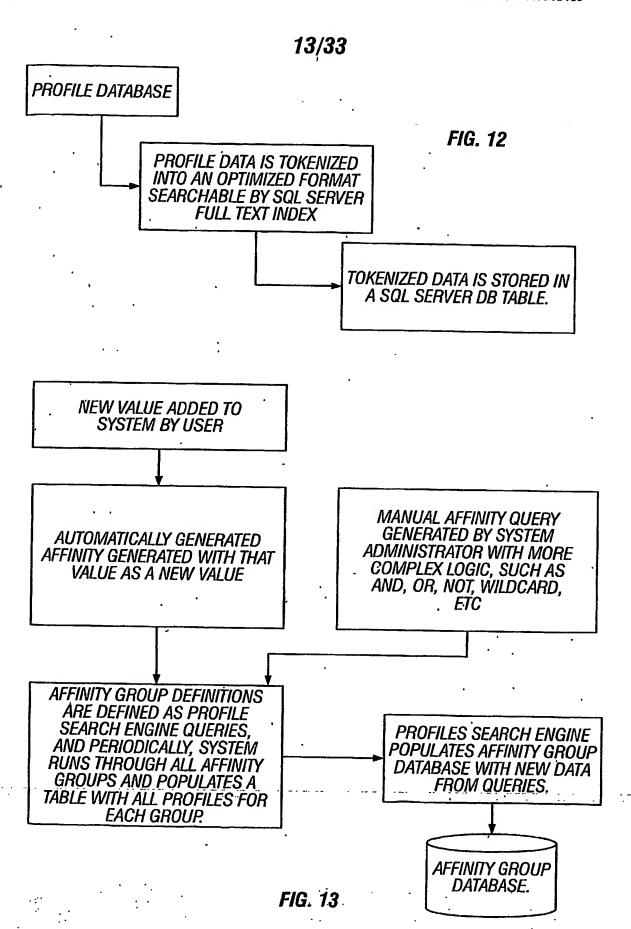
HOWEVER, IF THIS QUESTION OS A DROPDOWN, THEN WE MUST SUGGEST OTHER ANSWERS, EVEN IF THEY DON'T APPEAR ON THE POPULARITY LIST. IN THIS CASE, THE 10 ANSWER LIMIT DOES NOT APPLY AND THE DROPDOWN ALWAYS CONTAINS ALL THE POSSIBLE CHOICES. AN EXAMPLE OF THIS IS A "COUNTRY" LIST, WHERE ALL THE COUNTRIES MUST BE LISTED.

IN OUR CASE, THE LIST WOULD LOOK LIKE: MICROSOFT AMAZON.COM REDMOND SUPERMARKET DRUGSTORE.COM REDMOND FIRE DEPARTMENT

THAT IS THE LIST OF SUGGESTED ANSWERS FOR EMPLOYER, FOR THIS USER. HE MAY CHOOSE ONE OF THOSE ANSWERS, OR SELECT ONE FROM ANOTHER LIST, OR CREATE A NEW ANSWER.

FIG. 10





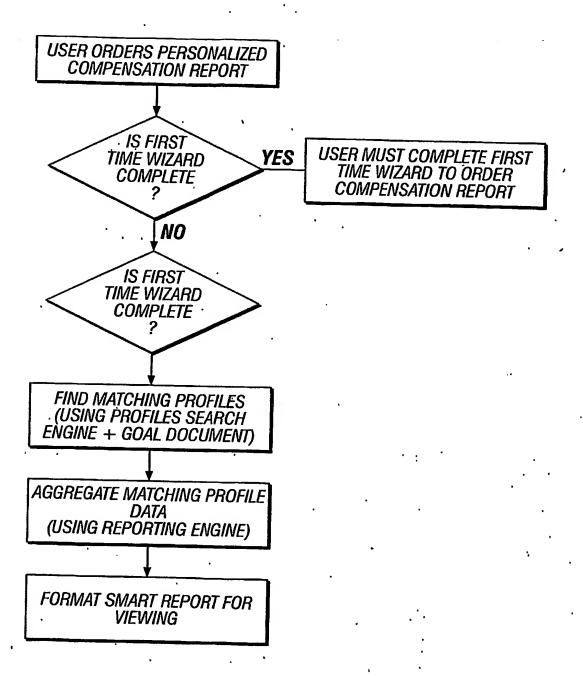


FIG. 14

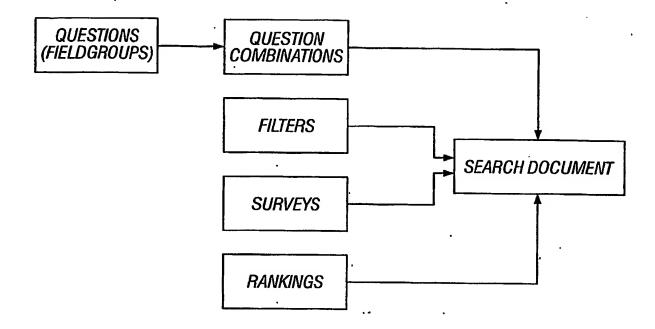


FIG. 15

LOOKUP ALL MATCHGROUPS FOR THIS PROFILE SEARCH. IN ORDER FOR A MATCHGROUP TO BE SATISFIED, AT LEAST ONE QUESTION IN THE MATCHGROUP MUST HAVE A HIT. A MATCHGROUP IS A SET OF QUESTIONS.

LOOK UP ALL PROFILES THAT MATCH FOR EACH MATCHGROUP. MATCHING PROFILES ARE EITHER EXACT MATCHES, OR AFFINITY MATCHES. EXACT MATCHES MEAN THAT USER HAS ANSWERED EXACTLY THE SAME ANSWER AS THIS PROFILE, WHEREAS AFFINITY MATCHES MEAN THAT USER IS IN THE SAME AFFINITY GROUP AS THIS PROFILE. A CLASS OR CLASSES OF AFFINITIES TO BE USED FOR THIS COMBINATION IS SET IN THE COMBINATION. IF NO CLASSES ARE DEFINED, THEN NO AFFINITIES WILL BE SEARCHED. DISTINGUISHING CLASSES ALLOWS THE SYSTEM TO USE DIFFERENT AFFINITIES FOR DIFFERENT SEARCHES.

FIG. 16

PROFILES ARE SCORED BASED
UPON THE TYPE OF MATCH.
EXACT MATCHES ARE GIVEN A
HIGHER SCORE (DEFINED BY
ADMIN) AND AFFINITY MATCHES
ARE GIVEN A LOWER SCORE
(DEFINED BY ADMIN). IF MORE
THAN ONE MATCHGROUP EXISTS IN
A COMBINATION, AND IT IS ONLY A
PARTIAL EXACT MATCH, THEN IT IS
CONSIDERED AN AFFINITY MATCH.



A PROFILE'S EXACT MATCH SCORE FOR A MATCHGROUP IS DETERMINED BY TAKING THE NUMBER OF TIMES IT HAS EXACT MATCHED IN THE MATCHGROUP, THEN MULTIPLYING THAT NUMBER BY THE EXACT MATCH SCORE. DEFINED FOR THE MATCH GROUP

A PROFILE'S AFFINITY MATCH SCORE FOR A MATCHGROUP IS DETERMINED BY TAKING THE NUMBER OF TIMES IT HAS AFFINITY MATCHED IN THAT MATCHGROUP AND THEN MULTIPLYING THAT NUMBER BY THE AFFINITY MATCH SCORE.

FIG. 16 (Continued)

THE TWO SCORES ARE ADDED UP, AND THAT IS THE PROFILE'S SCORE FOR THAT MATCHGROUP. IF THE SCORE IS GREATER THAN THE MAXSCORE ALLOWABLE FOR THAT MATCHGROUP, THE MAXSCORE IS USED INSTEAD. IF THE DETERMINISTIC FLAG IS SET TO 1 FOR THIS MATCHGROUP, ALL PROFILES THAT MATCHED FROM THIS COMBINATION ARE ELIGIBLE FOR INCLUSION INTO THE FINAL PROFILE SET.

THE TOTAL SCORE OF EACH PROFILE IS GIVEN BY ADDING UP THE PROFILE SCORES FROM EACH MATCHGROUP PROFILES MUST HAVE THE DETERMINISTIC FLAG SET BY AT LEAST ONE COMBINATION TO BE CONSIDERED. OTHER PROFILES ARE DISCARDED



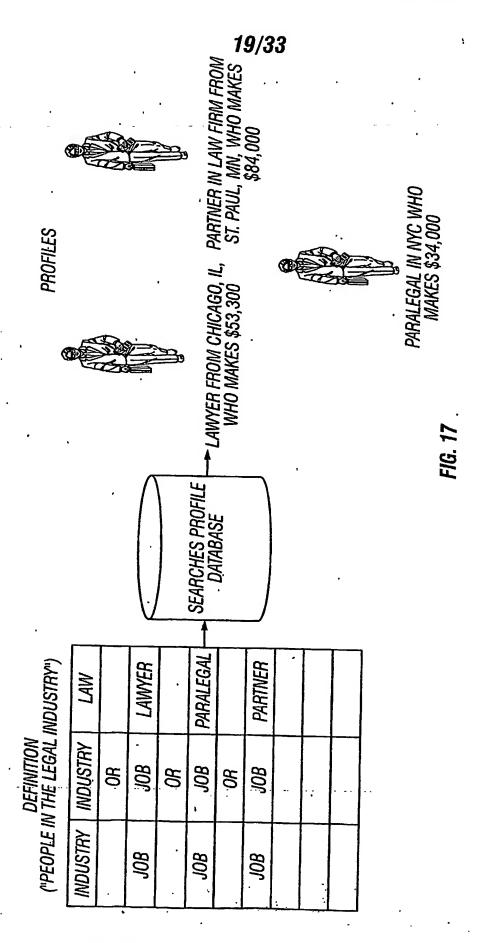
AFFINITY GROUPS ARE CHOSEN AS FILTERS AND GIVEN A RANKING. THE FIRST RANKING WITH THE MINIMUM NUMBER OF PROFILES IS CHOSEN, AND ONLY PROFILES IN THAT FILTERS ARE RETURNED.

RANKINGS ARE DEFINED AS A RANGE OF SCORES. IF A SCORE IS BELOW THE LOWEST RANKING, IT IS DISCARDED. OTHER PROFILES ARE MAPPED FROM THEIR SCORES TO THEIR RANKINGS, AND THEN ORDERED BY SCORE FROM HIGHEST TO LOWEST.

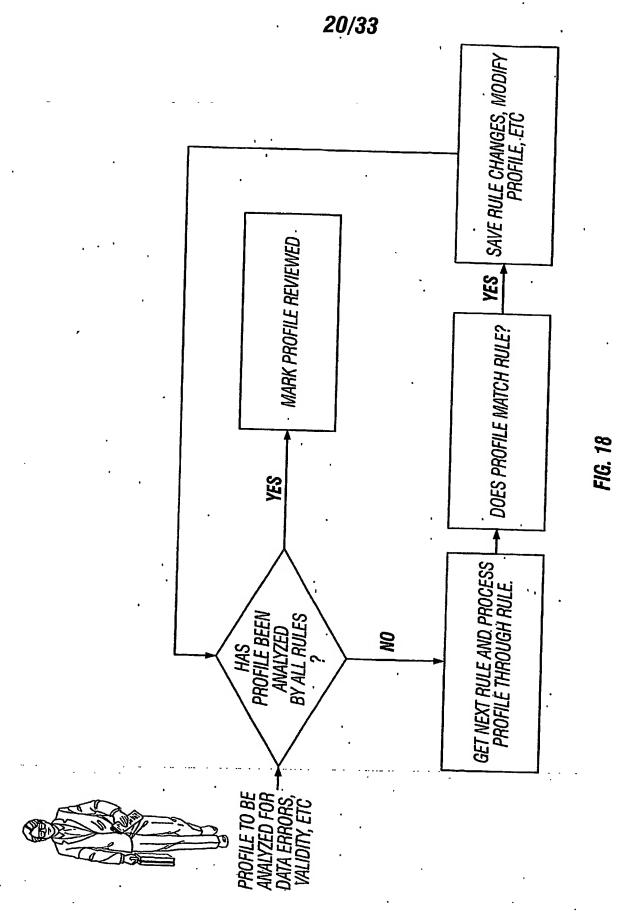
FIG. 16 (Continued)

IF THE NUMBER OF PROFILES
REMAINING IS LESS THEN THE
MINIMUM COUNT, A MESSAGE IS
RETURNED STATING THIS, AND
APPROPRIATE ACTION IS TAKEN BY
THE SYSTEM (IE, NOT CHARGING
THE USER). IF MORE THAN THE
MAXPROFILE COUNT IS AVAILABLE,
THE SET IS LIMITED TO MAXCOUNT
PROFILES (IN DESCENDING ORDER).
THE REMAINING PROFILES
ARE DISCARDED

THIS FINAL SET OF PROFILES IS RETURNED TO THE REPORTING ENGINE FOR AGGREGATION AND ANALYSIS.



SUBSTITUTE SHEET (RULE 26)



SUBSTITUTE SHEET (RULE 26)

- 1. If any answer exists for the field Degree, and the profile also contains Certification="degree" and/or Certification="Diploma in Information Technology", then remove those-value(s) for Certification.
- If an answer for Benefits/Perks="Medical/Dental/Vision/Health Insurance" exists and profile also contains Benefits/Perks="Dental Insurance" and/or Benefits/Perks="Health Insurance" then remove those latter value(s) for Benefits/Perks.
- 3. If any Currency <> "US Dollars" then flag the profile for review. (This rule to be removed at a later time when the system has gained certain levels of comfort with non-US profiles).
- 4. If profile does not contain an answer for Salary or Hourly Rate, then flag the profile for review.
- 5. If profile contains any non-zero value for Salary or Hourly Rate, and also contains answers for the FieldGroups Profit Share, Monthly Royalty, or Daily Income with the values of 0, then remove the fieldgroup(s) for those that contain values of 0.
- 6. If profile contains a zero value for all compensation questions in the profile, then deactivate the profile.
- 7. If the Currency field does not match for all compensation questions in the profile, then flag the profile for review.
- 8. If any field except the Job field contains "n/a" or "none" then global remove the value. If the field was for Job, then flag the profile for review.
- 9. Profiles should also be marked for review if they contain a number of answers to fields according to this table:
  Field Benefits/Perks ... if >=8 answer values in profile
  Field Job ... if >=4 answer values in profile
  Field Primary Responsibilities ... if >=8 answer values in profile
  Skill ... if >=8 values
  Industry ... if >=5 values
  Other fields are ok to pass through.

- 10. If there is no value for Country but there is a non-zero value for Salary or Hourly Rate with Currency="US Dollars", and there is a value for Job, and the email address does not end in ".ca", ".br", ".hk", etc; then add Country = "United States" to the profile.
- 11. If currency = US and salary is <\$8000 then  $mar_k$  for review. If Hourly rate > 350, Or < 5 US Dollars, also mark for review. Do this similar rule again for other currencies and salary/hourly rate ranges.
- 12. If any of the following "rare" FieldGroups exist in a profile (Position, Tenured, Runs Batted In, etc), then flag the profile for review.
- 13. If there is no Employer Name but there is a value for ProductActivity, then remove any and all ProductActivity answers for the profile, BUT only do it if there is no other reason for the profile to be flagged for review from other rules.
- 14. If there are no compensation answers at all, then deactivate profile.
- 15. If email name contains funny words like "needajob" or "noemail" or "johndoe" or "asdf" or "qwerty", or "test", etc, then flag profile for review.
- 16. If either of the City or State Fields is the same as a known Country name, but the profile's answer for Country is not the same as the profile's answer for City and/or State, then flag the profile for review.
- 17. The No-Answers rule inactivates and marks a profile reviewed if there are no answers at all in the profile. Also, if there are only Industry FieldGroups answered (either confirmed or un-confirmed) and no other types of FieldGroups answered, then also inactivate and mark it reviewed.
- 18. If the Employer Name is like "PayScale" or "private" or "none of your business", etc, the deactivate profile.
- 19. If the email name contains "underpaid.com", "payscale.com", (internal test email addresses) then deactivate the profile.
- 20. If there is more than 1 answer for Benefits/Perks, but one of them is "None (contract-based)", then the answer "None (contract-based)" should be removed from the profile.

FIG. 19 (Continued)

- 21. If both Job = "Sr. Software Engineer / Developer / Programmer" and Job = "Software Engineer / Developer / Programmer" in the profile, then remove the latter one from the profile. If both Job = "Consultant, IT" and Job = "Consultant" also in the profile, then remove the latter one. If both Job = "Senior Database Administrator (DBA)" and Job = "Database Administrator (DBA)" then remove the latter one.
- 22. If Years in Field = 0, and the profile's Employment Status / search goal is NOT "student/evaluating job offer", then mark profile for review.
- 23. If a profile has an unconfirmed (new) value for Certification, and there is no Degree answered in the profile, then if the new answer for Certification is already an exact match of an existing value for the "Degree" field, remove the unconfirmed Certification from the profile and add the known Degree instead.
- 24. Profiles with these Job combinations should be marked for review:
  (Associate Attorney OR Entry-Level Attorney) AND (General Counsel OR Partner Law Firm).
- 25. Check/apply all above rules to the profile first. If there is no reason for the profile to be deactivated or flagged for review, but if a profile has no Smart Report yet and there is a value for Job that would succeed if the Smart Report was run, then automatically order and deliver a smart report for this profile.
- 26. Check/apply all above rules to the profile first. If there is no reason for the profile to be deactivated or flagged for review, and if there is a value for Country, a non-zero value for Salary or Hourly Rate, and value for Job that would succeed the Smart Report when run (or if the last Smart Report is known to have succeeded), then Activate the profile.

FIG. 19 (Continued)

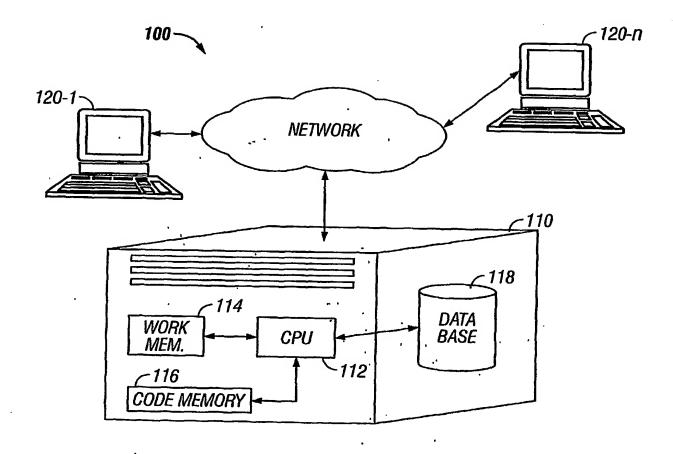


FİG. 20

300

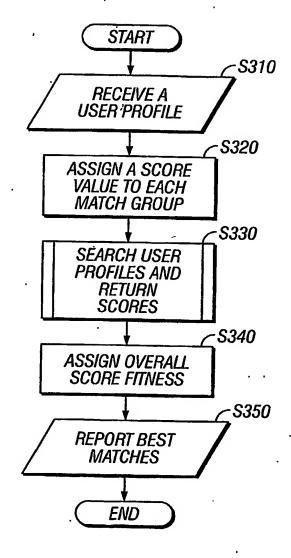


FIG. 21

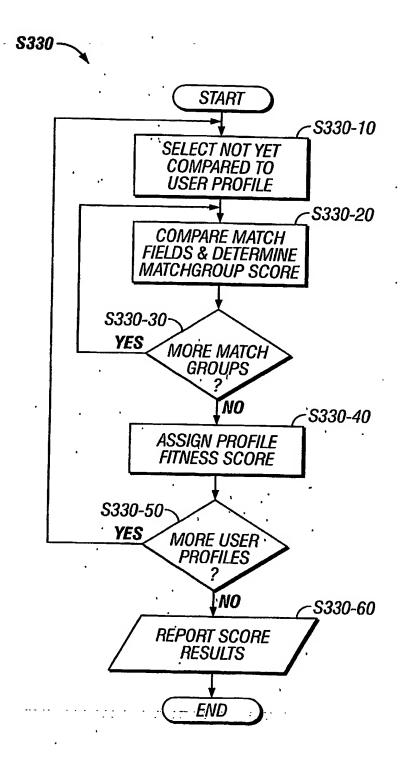


FIG. 22

0 xml version="1.0"? 1 ProfileSearch Goal: People Like You	2 <pre>cprofilesearch name="SmartReport" mincount="3" maxcount="100" maxage="2" intervaltype="yyyy" xmins="x-schema:/xml/profilesearchschema.xml"&gt;</pre>	4 Location Filters 5 <filter name="STATE" priority="1"></filter> 6 <filter name="COUNTRY" priority="2"></filter> 7 <filter name="ALLPEOPLE" priority="3"></filter>	<pre>&lt; <!-- these are the surveys that this smart report uses--></pre>	<ul> <li><!-- matchgroups--></li> <li><matchgroup affinityscore="8" deterministic="1" exactscore="14" maxscore="14" name="same or similar job" or=""></matchgroup></li> <li><!-- if they are in the same job or position it a high-scoring match--></li> <li><affinity class="SEARCH"></affinity><affinity class="SEARCH"></affinity><affinity class="job" field="job"></affinity></li> </ul>
500 501	502 503	504 505 506 506	508 509 510 511 512 513 513	515 516 517 518 519 520

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<!-- being in the same industry (or any of the following is good, but it won't make
                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                <matchgroup name="other job attribute" deterministic="1" exactscore="4" maxscore="8"</p>
                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        <matchgroup name="same or similar certifications" deterministic="0" exactscore="2
                                                          <matchgroup name="same or similar industry" deterministic="0" exactscore="2"</p>
                                                                                                                                                                                                                                                                           <matchgroup name="specific job attribute" deterministic="1" exactscore="5"
                                                                                                                                                                                                                                                                                                                                                                                                                                 <matchgroup name="same or similar skills/specialties" deterministic="0"
                                                                                                                                                                                                                                                                                                                                                                        <search fg="teaching rank" field="teaching rank" />
                                                                                                                                                                                                                                                                                                                                        <search fg="practice area" field="practice area"/>
                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    <search fg="certifications" field="certifications" />
< search fg="position" field="position" />
                                                                                                                                                                                                                   <search fg="industry" field="industry" />
                                                                                                                                                                                                                                                                                                                                                                                                                                                               exactscore="2" maxscore="6" affinityscore="1">
                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             <search fg="skill" field="skill" />
                                                                                                                                                                                   <affinity class="SEARCH" />
                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              <affinity class="SEARCH" />
                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     <affinity class="SEARCH" />
                                                                                                                                                    on it's own (non-deterministic) -->
                                                                                      maxscore="4" affinityscore="1">
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(Continued)

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<search fg="career_home_runs" field="career_home runs" anyvalue="1" />
                                                                                                                                                                                                                                                                                                                                                                                      <matchgroup name = "same compensation type" deterministic = "0" exactscore = "3"</p>
                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 <search fg="Sales Commission2" field="Commission" anyvalue="1" />
                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       <matchgroup name = "same yearly sales range" deterministic = "0" exactscore = "6"</p>
                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    <matchgroup name="same or nearby state" deterministic="0" exactscore="6"
                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     <matchgroup name="similar sales territory" deterministic="0" exactscore="6"
                                                                              <search fg="grade taught" field="grade taught" anyvalue="1" />
                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        <search fg="hourly billing-rate" field="hourly billing rate" anyvalue="1" />
                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             <search fg="Yearly Sales Range" fiefd="Yearly Sales Range" />
<search fg="PIC_Hours" field="PIC_Hours" anyvalue="1" />
                                                                                                                                                                                                                                    <search fg="rebounds" field="rebounds" anyvalue="1" />
                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                <matchgroup name ="same city" deterministic = "0" exactscore = "6"
                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        <search fg="Territory" field="Territory" />
                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   <search fg="location" field="state" />
                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                <search fg="location" field="city" />
                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        <a href="mailto:right"><a href="mailto:right"
                                                                                                                                                                                                                                                                                                                                                                                                                                                                    maxscore="3" affinity score="1">
                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           maxscore="2" affinity score="1">
                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   maxscore = "6" affinityscore = "1">
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                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           FIG. 23
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<pre><matchgroup 0"="" affinityscore="1" exactscore="4" maxscore="8" name="other qualifiers deterministic="></matchgroup></pre>	> <search fa="sport" field="sport"></search>	<search fg="productactivity" field="productactivity"></search>	<search fg="genre" field="genre"></search>	<search 1g="Company tiling status" field="companystockexchange"></search> <search fg="bar association" field="bar association"></search>	<search fg="Hospital Setting" field="Hospital Setting"></search>	<pre></pre> <pre>/ mothers</pre>	>//inatchgroup /> Same company type" deterministic _ "ถ" ฉังฉฉฉฉฉฉฉฉาน" แด"	maxscore = "6" affinityscore = "2" >	< <i>! same employer type is very important, especially non-profit vs. corp, etc. still non-deterministic&gt;</i>	<pre><search fg="employer" field="employer type"></search></pre>	<pre></pre> <pre><matchgroup <="" affinityscore="1" deterministic="0" exactscore="4" maxscore="4" name="same employer size range" pre=""></matchgroup></pre>	<pre><search bed="" fg="NumberEmployees Range" field="NumberEmployees   12   12   12   13   13   14   15   15   15   15   15   15   15&lt;/th&gt;&lt;th&gt;&lt;pre&gt;&lt;/pre&gt;&lt;/pre&gt;&lt;/pre&gt;- 'matcharamas   Size Range   field = " hospital="" range"="" size=""  =""></search></pre>	<pre></pre> <pre></pre> <pre></pre> <pre></pre> <pre></pre> <pre>" deterministic="0" exactscore="1" maxscore="1"</pre>	diffilltySCOTE == " "> <   these improve the overall poors to the second seco	Suppose the overall score, but are still non-deterministic> - <affinity class="SEARCH"></affinity>	<search fg="employer" field="employer name"></search>	
568	.570	571	572	574	575	5/6 777	578		279	580	282	583	584 585	286	587	588	686 
								FIG 23	(Continued)								

# **31/33** .

590  591 <matchgroup 592="" <="" aff="" matchgroup="" maxscore="8" nay=""> 593 <matchgroup> 594 </matchgroup> 595 <!-- Overall rank is 596 <matchgroup --> 596 <matchgroup> 596 <matchgroup> 696 <matchgroup> 697 <matchgroup> 698 <matchgroup< th=""><th><pre></pre></th></matchgroup<></matchgroup> </matchgroup> </matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup></matchgroup>	<pre></pre>
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FIG. 23 (Continued)



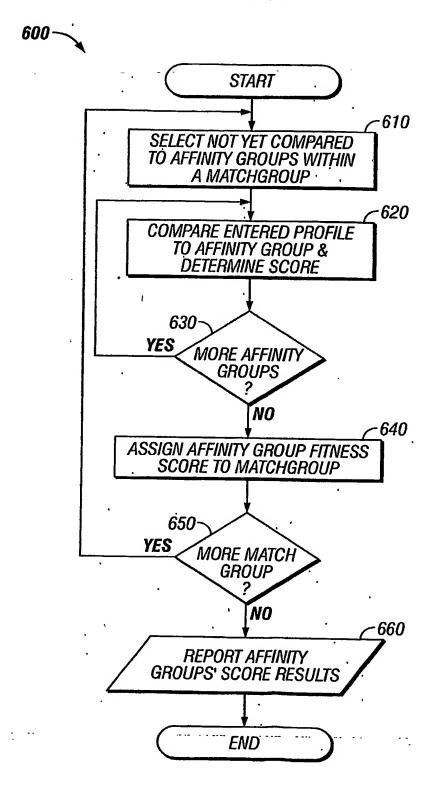


FIG. 24

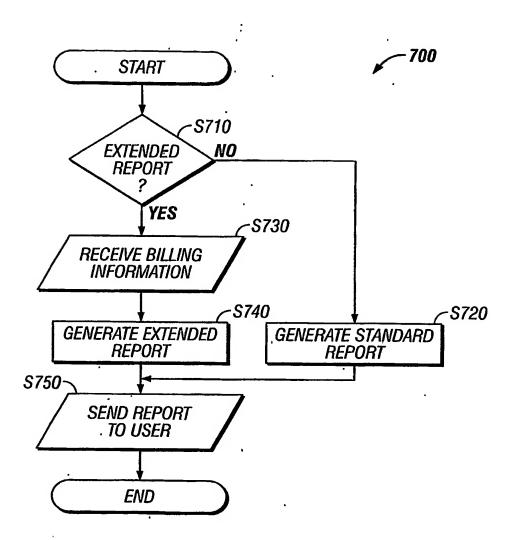


FIG. 25